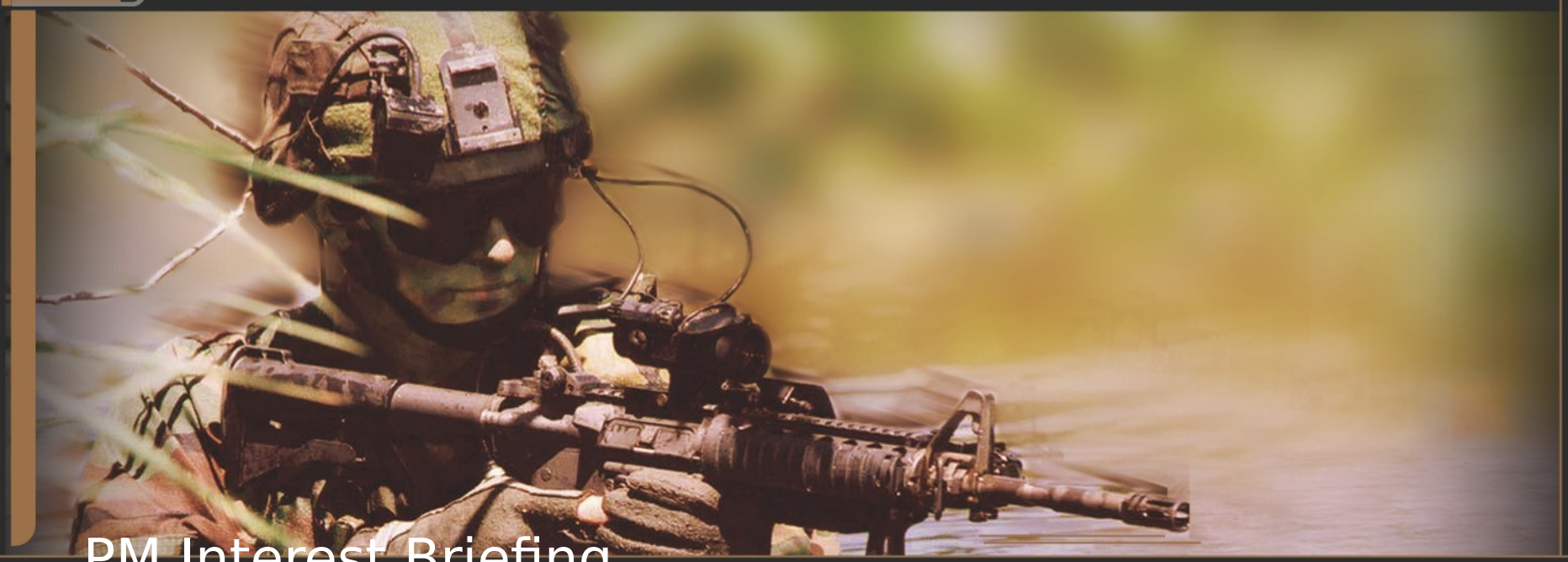


PM Interest Briefing
Acquisition Career Management: Initiatives and Issues

ACQUISITION SUPPORT CENTER

Kevin A. Maisel, Chief, Career Mgt Div
10 September 2003

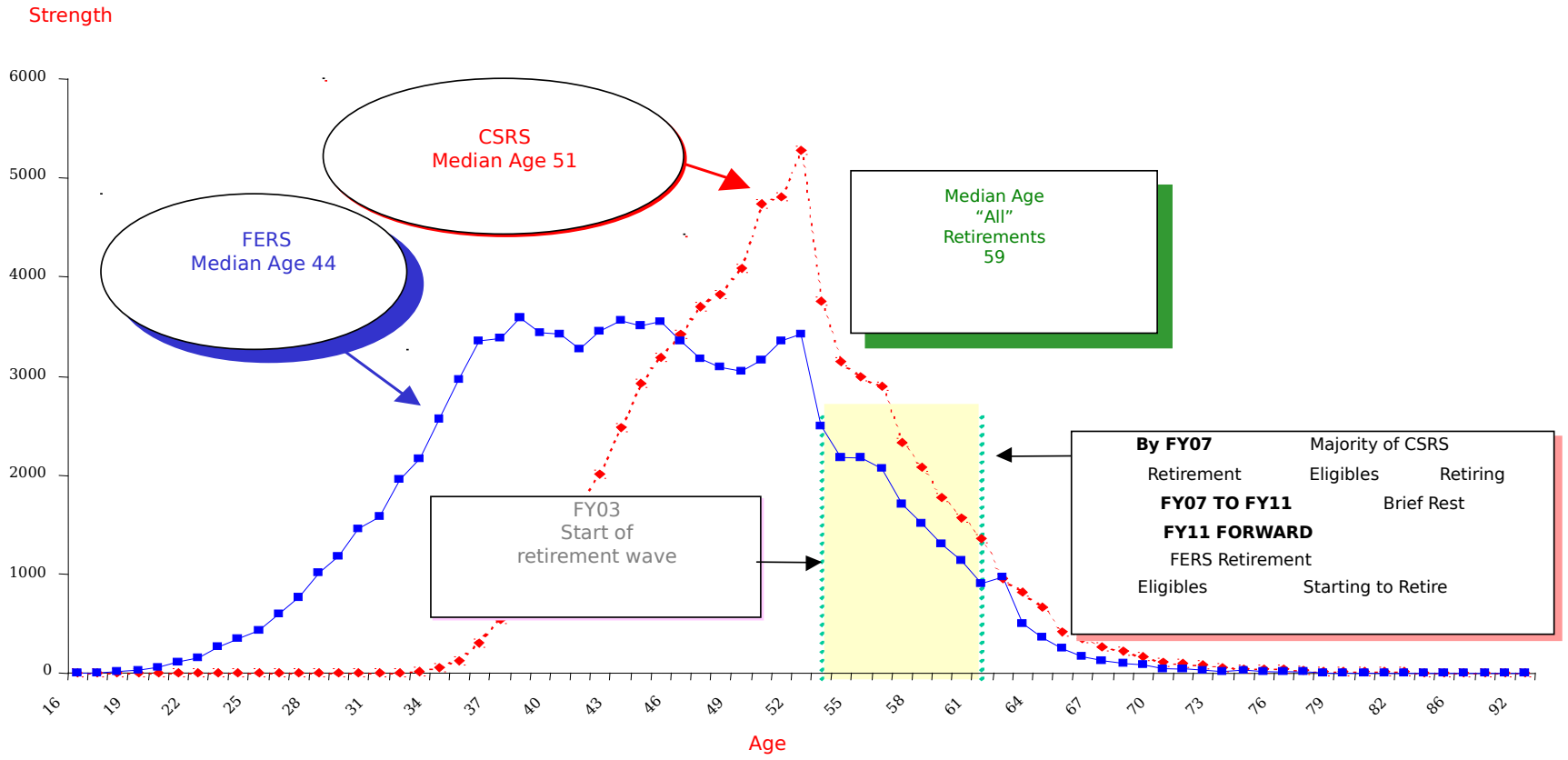
Agenda

- The Retirement “Crisis”
- The Campaign Plan
  - Hiring and Recruiting
  - Acquisition Demo Best Practices
  - Civilian PMs & Post Utilization
  - Uniformed Army Scientist
- Assimilating New Career Fields

Human Capital "Crisis"

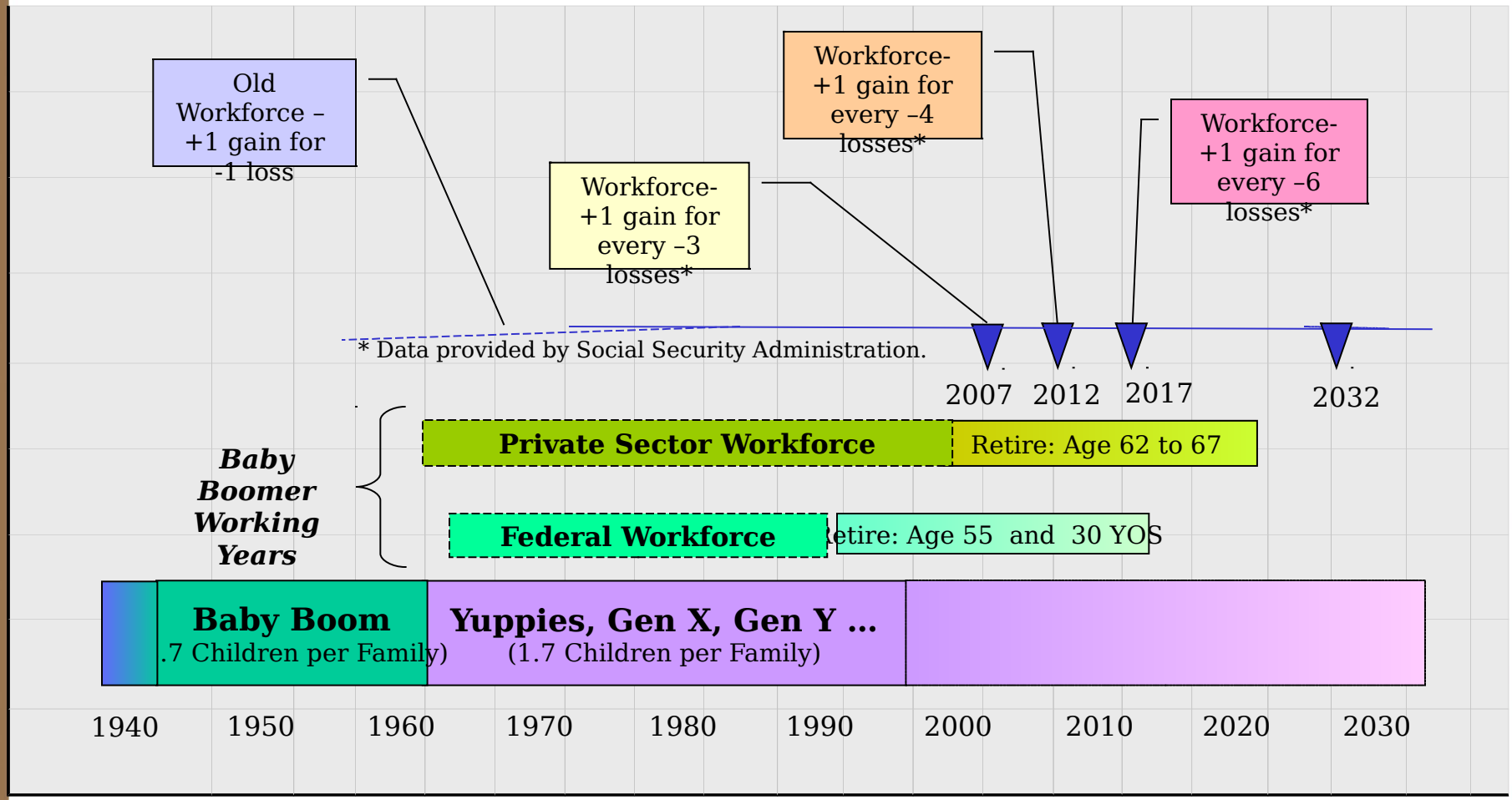
Aging Workforce Components

Age Distributions of Employees under CSRS and FERS



U.S. Citizen, Direct Hire, Appropriated Fund - Military Function

U.S. Workforce Trends



Human Capital Strategic Planning

- Human Capital Strategic Planning is a top priority due to Department of Defense downsizing, an aging workforce and minimal new hires
- Goals are open communication among the Office of the Secretary of Defense (OSD) and the Components; and commitment to provide a valuable product
- Estimating current inventory and future desired distribution in FY08 for the above two career fields

Acquisition Workforce Campaign Plan

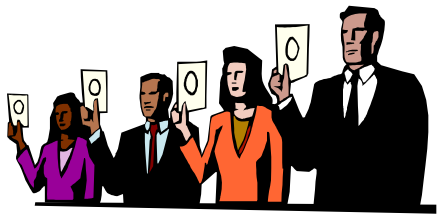
- An initiative to ensure that our workforce is responsive to Army requirements, sized and trained properly, and equipped with the right tools to support the Army's Transformation. This initiative includes three strategic objectives:
  - Strengthen the relationship between the acquisition workforce and the operational Army, the warfighter
  - Ensure that we provide a clearly defined environment that encourages and offers career opportunities and leadership development at all levels
  - Ensure that we have a technically competent workforce responsive to the current and future needs of the Army's Transformation
  - Status: View the plan and current actions at **http://asc.rdaisa.army.mil**

Hiring and Retention Study…

Edwards AFB Pilot

Goals of Pilot Project…

- **Changing The Environment**
- **Reducing Cycle Time**
- **Improving The Process**
- **Linking Human Resources**
- **Monitoring Progress With Metrics**



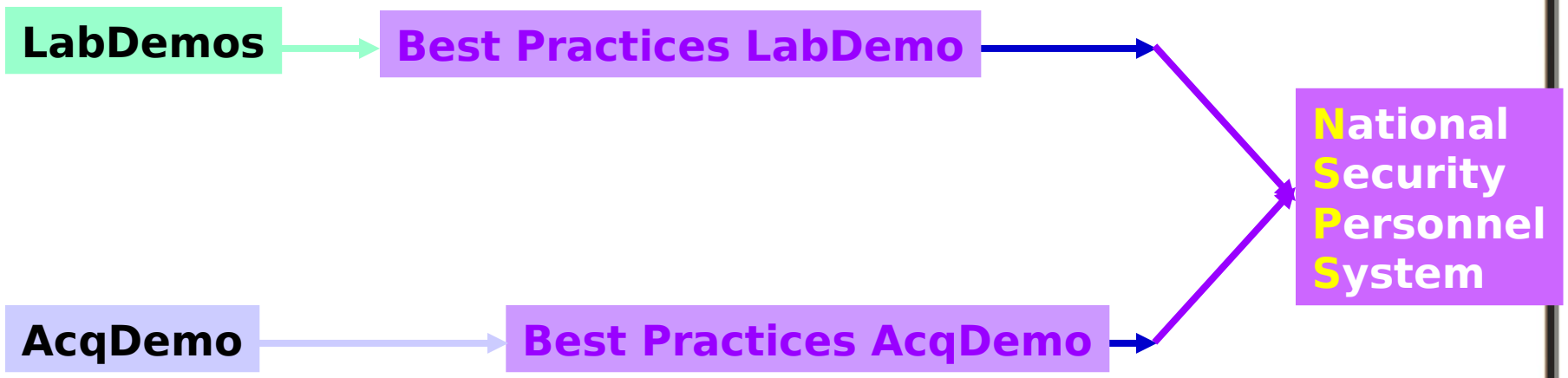
Ongoing Efforts…

- **Broaden Exposure To Other Base Sponsors To Maximize Current Investments**
- **Continue To Build Relationship With CSUN**
- **Continue To Monitor & Report Metrics**
- **Target Remaining Marketing Dollars For Maximum Exposure**
- **HRDashboard Reporting Metrics**
- **Project Plan & Issues Log**
  - **Sponsor Needs…**

Acq Demo

Start FY1999 8 Jan 99 — Five Years FY2004 30 Sep 04 — NDAA FY2003 FY2010 30 Sep 2010

3.6 - align with OSD to create a single Acquisition Contribution-based Personnel System



Transition Army AcqDemo activities to NSPS

3.6 - align with OSD to create a single Acquisition Contribution-based Personnel System – Transition Army AcqDemo activities to NSPS

PEO C3T
PEO EIS
PEO GCS-P
PEO GCS-W
PEO IEW&S
PEO STRI (PM JSIMS)
EUSA CCK
OAA – DCC-W
OAA - DOL
MEDCOM HCAA
MTMC PARC (MTAQ)
TACOM ARDEC

ASA (AL&T)
ASC
ACA (HQ)
AMCOM
AMSAA
HQ ATEC, AEC, DTC, OTC
HQDA G8 FD DIO
PEO AMD
PEO Aviation
PEO CBD
PEO CIO
PEO CS/CSS

7 Re-negotiate Agreement with Union Locals
PEO CIO (AFGE Local 1092)
PEO C3T (AFGE Local 1904)
PEO EIS (AFGE Local 1904)
PEO GCS-Warren (AFGE Local 1658)
PEO GCS-Picatinny Arsenal (NFFE Local 1437)
EuSA CCK (NFFE Local 1363)
MEDCOM HCAA (MAMC (AFGE Local 1502))
MTMC PARC (MTAQ) (AFGE 909/2)

12 Transition to G1/M&RA
- Training
- Resources

10 Feb 05 After CCAS Payout

11 Feb 06 After CCAS Payout

3 AcqDemo & Best Practices

FY04 FY05 FY06 FY07

9

1 AcqDemo

6 Modern DCPDS ???

Convert to NSPS

Convert to NSPS

PEO Soldier
PEO Ammo
PEO Tactical Missiles
TACOM
THAAD PM Arrow
IREC4

8

2 NSPS

Oct 03 Oct 04 Oct 05 Oct 06

4 Best Practices AcqDemo

5 NSPS

Civilian PM Post Utilization

- Identified problems associated with post utilization of civilian PMs and post LTT
- Created post-utilization taskforce
- Formulated and implementing solutions

- Status: Find out the latest updates by visiting http://asc.rdaisa.army.mil

Uniformed Army Scientist & Engineer Program

- Cadre of military experts who will effectively bridge combat development, materiel development and technology implementation to facilitate rapid insertion of technology into the field
- Designed for U.S. Army officers who can attain degrees in engineering and the applied sciences
- Status: This program is in its developmental stages and is expected to be implemented NLT 1 October 2003

ACQUISITION LOGISTICS AND TECHNOLOGY WORKFORCE ASSIMILATION

The AL&TWF is made up of civilian and military professionals who work throughout the life cycle of a system (i.e., “Cradle-to-Grave”).

Prior to FY 02	FY 03 and beyond
Military: 2,000 Civilian: 23,000	Military: 1,800 Civilian: 56,000

- A 131% growth in the AL&TWF since FY01
- Additional growth anticipated
- Facilities Engineering and Science and Technology Management Career Fields

Current top 10 by population

1. Army Materiel Command
2. U.S. Army Corps of Engineers
3. U.S. Army Test & Evaluation CMD
4. Acquisition Support Center
5. U.S. Army Medical Research & Materiel Command
6. U.S. Army Forces Command
7. U.S. Army Training and Doctrine Command
8. U.S. Army Space and Missile Defense Command
9. U.S. Army Reserve Command
10. Other Field Operating Agencies of the Army Staff

ACQUISITION SUPPORT CENTER CONTACT INFORMATION

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ASC Web site
http://asc.rdaisa.army.mil

ACQUISITION SUPPORT CENTER

Kevin A. Maisel

ASC EVOLUTION

ACMO

1988: A group chartered to study acquisition

1989: Final report was submitted by SARDA/AMC/ODCSPER/PERSCOM Task Force

1989: Army Chief of Staff approved creation of the Army Acquisition Corps (AAC)

1990: AAC received legitimacy in law with the passage of the Defense Acquisition Workforce Improvement Act (DAWIA)

AAESA

1986: Packard Commission appointed to streamline acquisition organizations by appointing PEOs

1986: National Security Decision Directive 219 directed implementation of Packard Commission Recommendations by establishing clear accountability for acquisition execution and plain lines of command

1989: Defense Management Review: Funding and personnel authorizations for PEO offices, and those of the PMs reporting to them will be administered separately from Service commands.

1990: General Order No. 14 established the Army Acquisition Executive Support Agency (AAESA)

CP-14

2002: Contracting and Acquisition Career Program (CP-14) merged with the Acquisition Support Center in response to Department of the Army Realignment Task Force directives

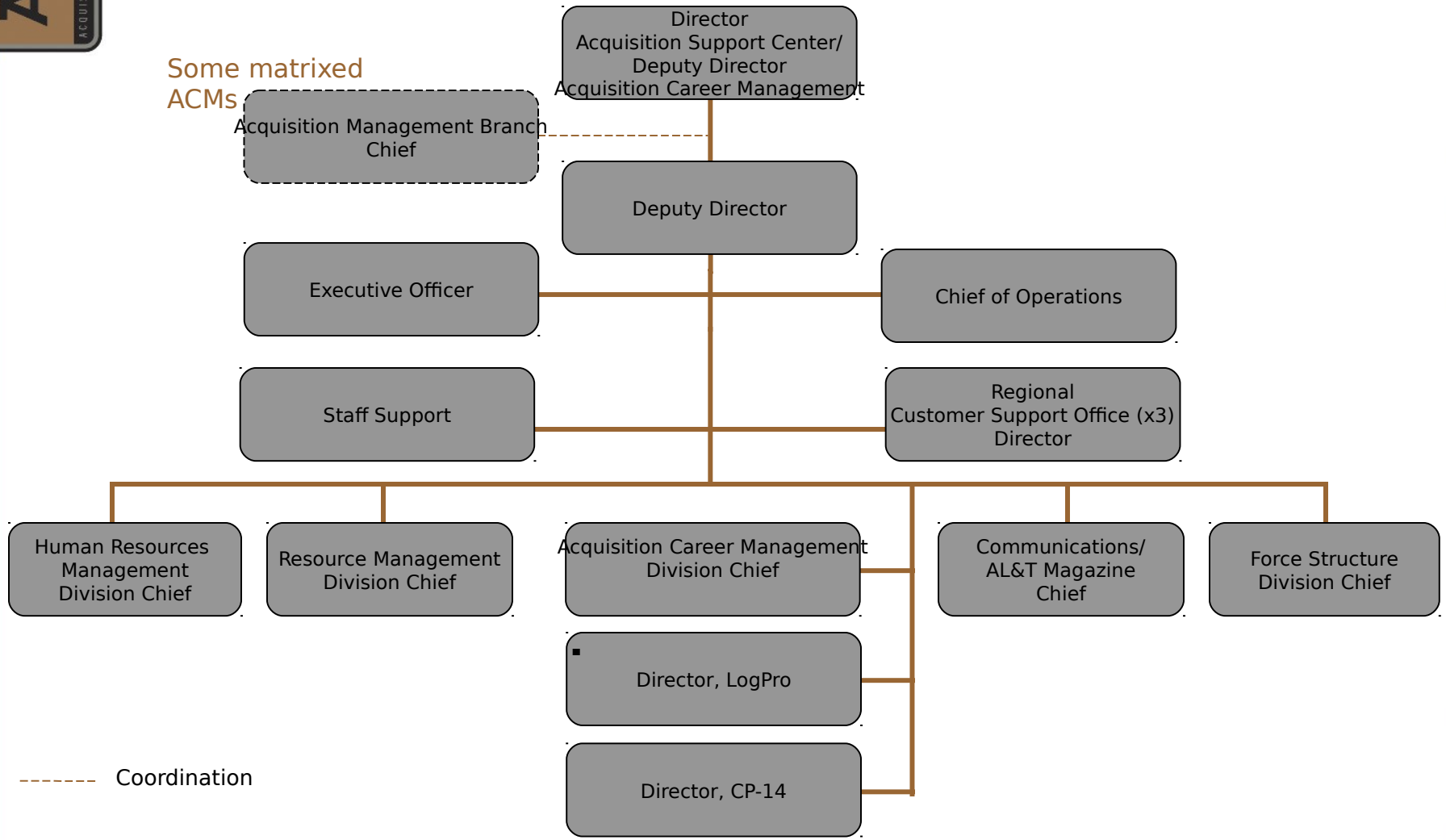
LOGPRO

2002: Logistics Management Proponency Office (LOGPRO) merged with the Acquisition Support Center in response to Department of the Army Realignment Task Force directives.

ASC

2002: Established as a Field Operating Agency

ACQUISITION SUPPORT CENTER



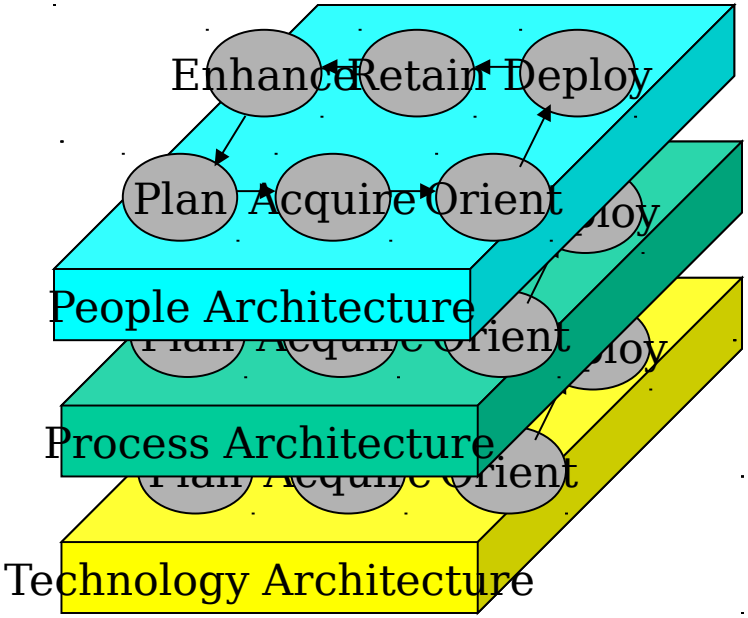
ACQUISITION SUPPORT CENTER

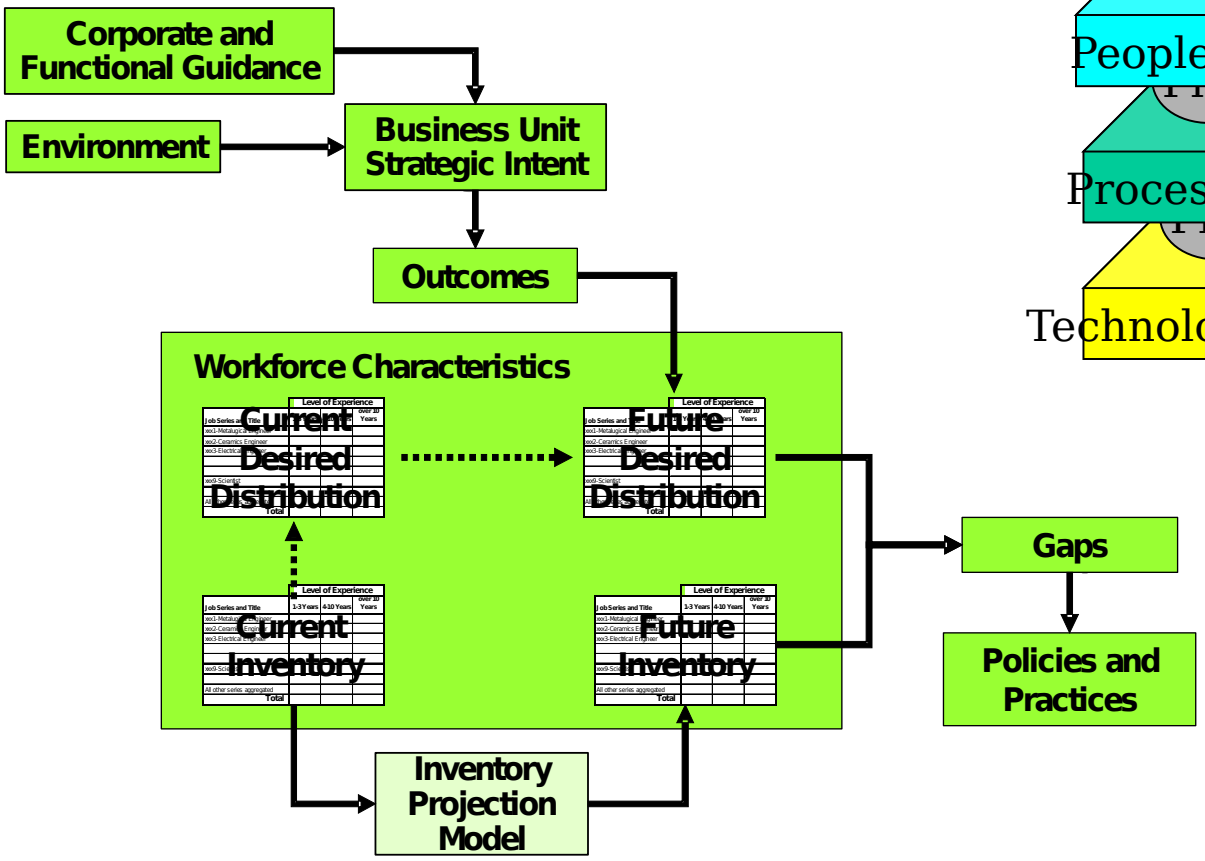
FUNCTIONS

- Provide oversight of the Army Acquisition Corps and the acquisition workforce
- Communicate mission and vision of the Army Acquisition Corps
- Provide MACOM-level support to PEOs in the areas of resource management, human resources management and force structure
- Plan, program and oversee/execute career management activities for the Army acquisition workforce (e.g., policies, training, opportunities, etc.)
- Provide to the Army Acquisition Executive, Director of Acquisition Career Management, Assistant Secretary of the Army (Acquisition, Logistics and Technology) staff and the Army acquisition community policy, guidance, and support and services regarding acquisition issues and initiatives

Human Capital Planning

Architectural Map for Human Resources





Process Model for HR Planning

Campaign Plan Initiatives…

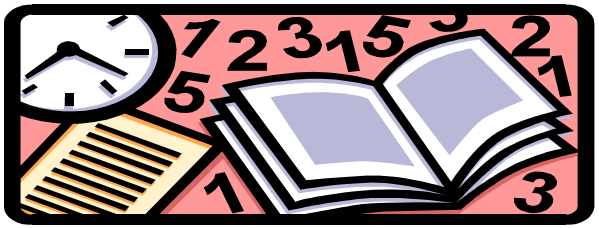
Improve the hiring process -- use marketing and recruiting

Create a single Acquisition Contribution-based Personnel System

Properly utilize civilian post PM jobs and LTT

Uniformed Army Scientists

- **Strengthen the warfighter link…**
- **Develop acquisition leaders…**
- **Respond to transformation…**



http://asc.rdaisa.army.mil

AcqDemo

Start FY1999 8 Jan 99 — **Five Years FY2004 30 Sep 04** — **NDAA FY2003 FY2010 30 Sep 2010**

3.6 Expand the Acquisition Personnel Demonstration Project, align with OSD to create a single Acquisition Contribution-based Personnel System

Current Focus:

- Market the Acquisition Personnel Demonstration Project (AcqDemo) to the workforce of the command/activity that expressed interest in AcqDemo
- Provide training and facilitate the Contribution-based Compensation and Appraisal System (CCAS) to workforce, supervisors, pay pool panels, and human resource personnel

Current Participating Activities: Next slide

Hiring and Retention Study… Preliminary Findings

- **Additional Marketing Investment**
  - **Drive Messaging To Passive Job Seekers**
  - **Expand University Relations Program To Arizona, New Mexico, Texas**
  - **Increase Web Exposure For Edwards**
  - **Many Others…**
- **Pilot Project End Date September 30, 2003**
  - **Some Initiative Have Longer Lead Times**
  - **Ability To See A Complete Year Of Hiring Activity (All Seasons)**
  - **Net More Robust "Best Practices" Specific To DoD (and A/F)**

AABC and ILE…

ACQ Branch Qualificat

Acquisition Branch Qualifying (ABQ) Assign

Acquisition Branch Qualifying (ABQ) Assign

- Level I / II Certification in Additional Acquisition Career Field
- Completion of MEL4 –ILE Education or equivalent
- Level III Certification in a Single Acquisition Career Field
- Attainment of minimum AAC Requirements
- Completion Qualifying "Q" Course

Career Fields Update…

- **Facilities Engineering/Management**
  - All facets of facilities engineering and management of DoD installations, facilities, civil works projects, airfields, roadways, and ocean facilities.
  - Assimilation Guidance finalized
  - 2 Phased assimilation approach Levels 1 and 2 NLT 01 Oct 2003 and Level 3 NLT 01 October 2004
- **Sustainment Logistics ➔ LifeCycle Logistics**
  - Position Category Description (PCD) developed and approved; courses under development
  - Assimilation of Sustainment Logistics to commence NLT 01 Oct 2003
  - Will be briefed at the Joint Logistics Planning Board
- **Science and Technology Managers**
  - PCD and Career Track approved Apr 02, assimilation on going.
  - No Level I certification
  - Three new DAU courses being developed for level III certification.

Workforce Planning – Log & SE

Army	Indicator	Current Inventory[1]		Future Desired[2]
		Sustainment	Acq Log	
Life Cycle Logistics		?	4,073	5500
		Current Inventory[1]		
Systems Engineering		10,936		12,000

Moving to **Life Cycle Logistics Managers** from Acquisition Logistics and Systems Sustainment Managers – new skills required

Good News: Future logistics workforce being reshaped by key logistics transformation initiatives and new Logistics business model provides the strategic direction for workforce planning

Concerns:

Up to 49,000 possible sustainment logisticians who could be added to DAWIA workforce

Assimilation process to identify these not yet complete

Needs more **Systems Engineering** capability to implement transformation

Good News: We know what they look like – what skills they need to have

Concerns:

All are in Systems Planning RD&E career field, but no one job series identifies them

Can't currently identify the systems engineers in the workforce

[1]Data as of September 30, 2002

[2]Reflects "planning numbers"